

From “Aha” to Adoption: Action Planning for a Human-Centric Culture

PARTICIPANT GUIDE

Agenda

01 – Welcome and Introductions

02 – Workhuman Live Highlights

03 – What’s Your Vision?

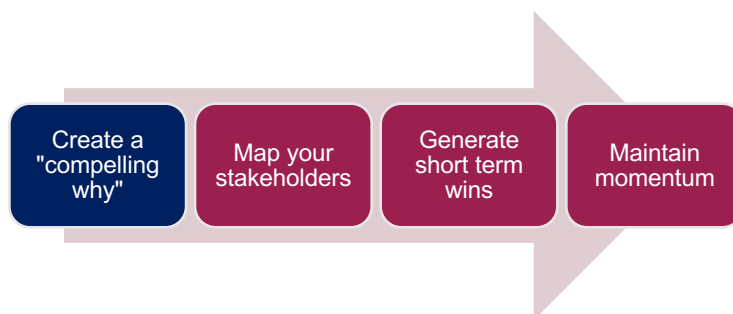
04 – Implementing Change

05 – Next Steps

Icebreaker – What’s Your Vision?

- Your Name
- Your Role and Tenure
- Your Organization (Industry, Company Size, etc.)
- Imagine the culture you aspire to cultivate. How would you want those in your organization to perceive and describe it? Share that vision with your partner using a word, a phrase or a number.

Steps to Implement Change



Translate Your Vision Into a “Compelling Why”

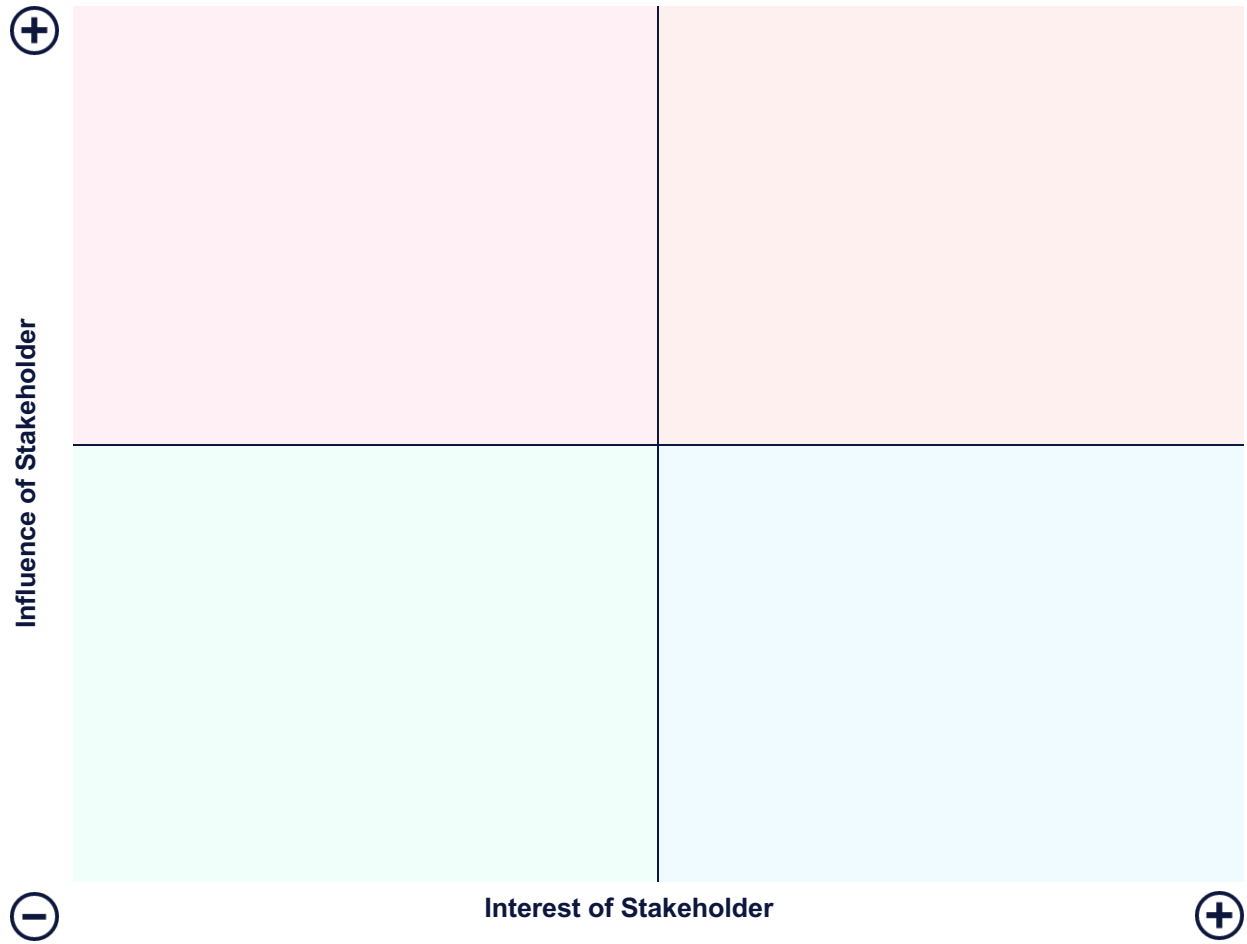
- **How does your vision connect to your organization’s mission, values or strategy?**
 - Attracting and retaining top talent has been identified as a 2024 strategy.
- **What business metrics will you look to influence?**
 - A 2% reduction in voluntary turnover in year 1.
- **What are the intangibles that you want to influence?**
 - A culture of connection in today’s hybrid workplace environment.
- **What resistance can you anticipate?**
 - Leadership views recognition and culture as a nice to have.

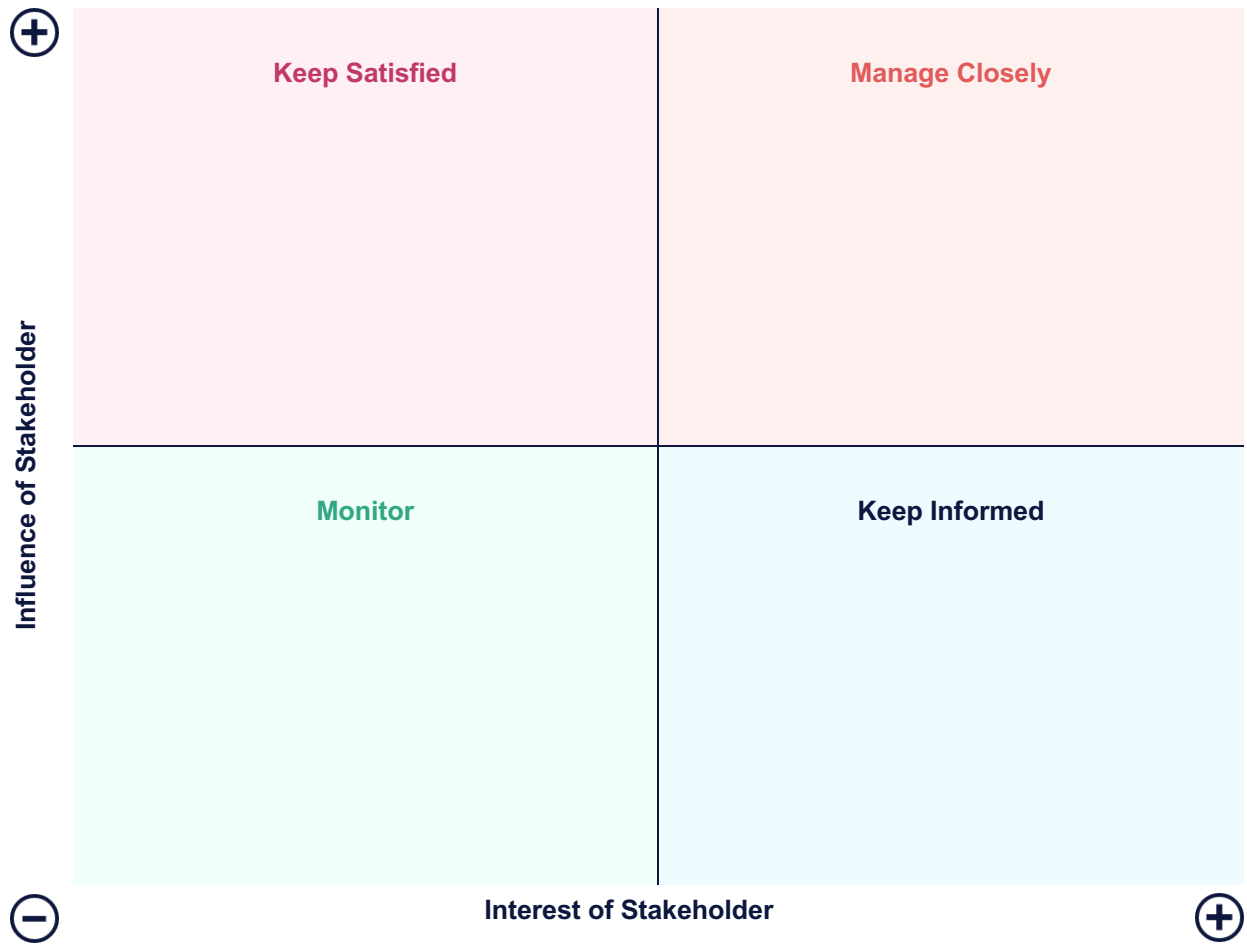
Create your “Compelling Why”

How does your vision connect to your organization’s mission, values or strategy?
What business metrics will you look to influence?
What are the intangibles that you want to influence?
What resistance can you anticipate?
Draft your compelling why statement below:

Stakeholder Map

Brainstorm the key stakeholders for your proposed change and place them in the appropriate quadrant in your Stakeholder Map.





Take Home Activities: **Next Steps**

①

Finalize your “Compelling Why” and Stakeholder Map.

Develop your training and communication plan.

②

What short term wins can you generate to build motivation?

③

How can you maintain momentum throughout this process?

Resources

[Empowering Workplace Culture Through Recognition](#)

[Effective Problem-Solving Techniques: Strategies, Methods and Tips](#)

[10 Employee Engagement Strategies for Success in 2024](#)

[HR Challenges: Overcoming Problems and Driving Success](#)

[How to Celebrate Success at Work: Examples and Strategies](#)

[6 Tips to Increase Employee Engagement in Times of Change](#)